

# AR LEADS Evaluation Categories

## Year 3

- Professional Growth Plan Monitored and Revised
- Formative Assessment Conferences
  - (See Suggested Timeline)
- Summative Evaluation
  - Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating



## Year 2

- Professional Growth Plan Monitored and Revised
- Formative Assessment Conferences
  - (See Suggested Timeline)
- Summative Evaluation
  - Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating



## Year 1

- Professional Growth Plan Developed
- Formative Assessment Conferences
  - (See Suggested Timeline)
- Summative Evaluation
  - Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

## Intensive Category

- Intensive Growth Plan (IGP)
  - Develop based on identified areas of need
- Multiple Formative Assessment Conferences and Observation of PGP Progress
  - Multiple conferences between principal/supervisor to monitor progress
- Summative Evaluation Conference to discuss final ratings formative work of IGP considered)
- *An administrator may remain in Intensive Category for **up to 2 semesters** if progress is observed*

## Summative Evaluation Year

- Professional Growth Plan Monitored and Revised
- Formative Assessment Conferences
  - (See Suggested Timeline)
- Summative Evaluation
  - Over all required functions; PGP is revised based on feedback from evaluations



## \*Interim Appraisal (Non-Summative Years)

- PGP
  - Focus on and review throughout the year
  - Collect evidence and artifacts
  - Reflect on Progress
  - Revise as needed
- Conversations
  - Focus on PGP and evidence
- End of Year Conference
  - Professional Growth Plan and performance rating results based on functions outlined in PGP

\*Interim Appraisal is 2 years of the 3 Year Inquiry Category cycle

\*\*Student Growth Data will be included in an Administrator's Yearly Rating